

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 10-CB-274269	Date Filed 03-05-2021

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name tennessee rural letter carriers association		b. Union Representative to contact von dykstra Title:	
c. Address (Street, city, state, and ZIP code) po box 222 TN holladay 38341		d. Tel. No. (731) 441-0182	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer usps		4a. Tel. No. (423) 509-9579	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 9301 ocoee st TN ooltewah 37363		6. Employer representative to contact ray maudlin Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
By _____ (signature of representative or person making charge)		Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Fax No.	
Title:		e-Mail (b) (6), (b) (7)(C)	
Address _____ (date) 03/05/2021 12:56:07 PM			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
401 W Peachtree St NW
Suite 472
Atlanta, GA 30308

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858



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March 17, 2021

(b) (6), (b) (7)(C)

Re: Tennessee Rural Letter Carriers Association
(United States Postal Service)
Case 10-CB-274269

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on March 05, 2021 has been docketed as case number 10-CB-274269. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner DAVID C. WATKINS whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer STACEE R. SMITH whose telephone number is (629)800-6266.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control.

March 17, 2021

Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

Lisa Y. Henderson
Acting Regional Director



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March 17, 2021

Von Dykstra
Tennessee Rural Letter Carriers Association
P.O Box 222
Holladay, TN 38341

Re: Tennessee Rural Letter Carriers Association
(United States Postal Service)
Case 10-CB-274269

Dear DYKSTRA:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent and providing all relevant documentary evidence requested by the Board

March 17, 2021

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to

March 17, 2021

your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

Lisa Y. Henderson
Acting Regional Director

Enclosure: Copy of Charge



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March 17, 2021

Roderick D. Eves, Deputy Managing Counsel
United States Postal Service
1720 Market St Rm 2400
Saint Louis, MO 63155-9948

Re: Tennessee Rural Letter Carriers Association
(United States Postal Service)
Case 10-CB-274269

Dear Mr. Eves:

Enclosed is a copy of a charge that has been filed in this case. Although this charge is not filed against you, in the future we may need to obtain evidence from you concerning the merits of the charge. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner DAVID C. WATKINS whose telephone number is (629)800-6267. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer STACEE R. SMITH whose telephone number is (629)800-6266.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. If, during the investigation of this matter, the Board agent asks for evidence, I strongly urge you or your representative to promptly present all evidence relevant to the investigation. In this way, the case may be fully investigated more quickly.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence

March 17, 2021

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March 17, 2021

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Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal flourish extending to the right.

Lisa Y. Henderson
Acting Regional Director

Enclosure: Copy of Charge


cc: Ray Mauldin
United States Postal Service
9301 Ocoee St
Ooltewah, Tn 37363

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-273718	Date Filed 3/5/21

INSTRUCTIONS

File an original of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer United States Postal Service	b. Number of employers involved 1	
c. Address (street, city, state, ZIP code) 111 West College St Pulaski TN 38478	d. Employer Representative Pearl Barman, Postmaster	e. Telephone No. 931 363-5546
f. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service	g. Identify principal product or service Mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about Dec 7, 2020 and continuing to date, the Employer has failed, refused, and delayed in providing the Union with the below requested information.</p> <ol style="list-style-type: none"> 1. Date(s) of the request: 12/7 and 12/12 2. Requestor's name and title: (b) (6), (b) (7)(C), TPWU 384 (b) (6), (b) (7)(C) 3. Name and title of person to whom the request was submitted: (b) (6), (b) (7)(C) 4. Form of request(s) (written/verbal): written 5. General description of information that was requested but not provided: <ul style="list-style-type: none"> • Copy of all PSEs travel time entries and mileage payments from RMPO Post Offices to the APO Post Office from Jun 1st to Dec 7th 2020 6. Reason for the request: In order to process grievances 7. Date of denial (if any): Failed to respond to first and second request for the information 		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
American Postal Workers Union d/b/a Tennessee Postal Workers Union		
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.	
Lynda Crumley, TPWU 384 VP 1710 Rayburn Avenue Columbia TN 38401	931-215-3008 – cell lyndacrumley@bellsouth.net	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization. American Postal Workers Union, AFL-CIO		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By: 	Title TPWU 384 VP	
Signature of representative or person making charge (Lynda Crumley)	Telephone No. 931-215-3008	Date March 5 2021
Address 1710 Rayburn Ave, Columbia TN 38401		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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March 8, 2021

Lynda Crumley, TPWU 384 VP
American Postal Workers Union d/b/a
Tennessee Postal Workers Union
1710 Rayburn Avenue
Columbia, TN 38401

Re: United States Postal Service
Case 10-CA-273718

Dear Ms. Crumley:

The charge that you filed in this case on March 05, 2021 has been docketed as case number 10-CA-273718. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney KATHERINE MILLER whose telephone number is (629)800-6265. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer STACEE R. SMITH whose telephone number is (629)800-6266.

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Lisa Y. Henderson
Acting Regional Director



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March 8, 2021

Roderick D. Eves, Deputy Managing Counsel
United States Postal Service
Law Department - NLRB Unit
1720 Market St Rm 2400
St. Louis, MO 63155-9989

Re: United States Postal Service
Case 10-CA-273718

Dear Mr. Eves:

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Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you

receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

Lisa Y. Henderson
Acting Regional Director

Enclosure: Copy of Charge

cc: Pearl Barman, Postmaster
United States Postal Service
111 West College St
Pulaski, TN 38478



March 9, 2021

Katherine Miller, Field Attorney
National Labor Relations Board, Region 10
401 W Peachtree ST NW, Suite 472
Atlanta, GA 30308

VIA E-FILE

RE: UNFAIR LABOR PRACTICE CHARGE
Pulaski, TN 38478
Case No.: 10-CA-273718
Our Ref.: NL202118747

Dear Ms. Miller:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Jaye DuBard of the Law Department's NLRB Unit is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. DuBard at the address below. Additionally, Ms. DuBard may be reached at (901) 643-4449 or via email at jaye.p.dubard@usps.gov.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Roderick D. Eves". The signature is stylized with a large, sweeping initial "R" and a horizontal line extending to the right.

Roderick D. Eves
Deputy Managing Counsel

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-273714	Date Filed March 5, 2021

INSTRUCTIONS

File an original of this charge with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer United States Postal Service	b. Number of employers involved 1	
c. Address (street, city, state, ZIP code) 111 West College St Pulaski TN 38478	d. Employer Representative Pearl Barman, Postmaster	e. Telephone No. 931 363-5546
f. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service	g. Identify principal product or service Mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about Dec 7, 2020 and continuing to date, the Employer has failed, refused, and delayed in providing the Union with the below requested information.</p> <ol style="list-style-type: none"> Date(s) of the request: 12/7 and 12/12 Requestor's name and title: (b) (6), (b) (7)(C) TPWU 384 VP Name and title of person to whom the request was submitted: (b) (6), (b) (7)(C) Form of request(s) (written/verbal): written General description of information that was requested but not provided: <ul style="list-style-type: none"> Copy of all time records (This must include the time cards and computer entered time) for all PSES from Jun 1st thru Dec 7 2020 Reason for the request: In order to process grievances Date of denial (if any): Failed to respond to first and second request for the information 		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union d/b/a Tennessee Postal Workers Union		
4a. Address (street and number, city, state and ZIP code) Lynda Crumley, TPWU 384 VP 1710 Rayburn Avenue Columbia TN 38401	4b. Telephone No. 931-215-3008 – cell lyndacrumley@bellsouth.net	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). American Postal Workers Union, AFL-CIO		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By: <u>Lynda Crumley</u> Signature of representative or person making charge (Lynda Crumley)	Title TPWU 384 VP	
Address 1710 Rayburn Ave, Columbia TN 38401	Telephone No. 931-215-3008	Date March 5 2021

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
401 W Peachtree St NW
Suite 472
Atlanta, GA 30308

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858



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March 8, 2021

Lynda Crumley, TPWU 384 Vice President
American Postal Workers Union
d/b/a Tennessee Postal Workers Union
1710 Rayburn Avenue
Columbia, TN 38401

Re: United States Postal Service
Case 10-CA-273714

Dear Crumley:

The charge that you filed in this case on March 05, 2021 has been docketed as case number 10-CA-273714. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Katherine Miller whose telephone number is (629)800-6265. The mailing address is 810 Broadway Ste 302, Nashville, TN 37203-3859. If this Board agent is not available, you may contact Resident Officer Stacey R. Smith whose telephone number is (629)800-6266.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses

to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'L. Henderson', with a long horizontal line extending to the right.

LISA Y. HENDERSON
Atlanta Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
401 W Peachtree St NW
Suite 472
Atlanta, GA 30308

Agency Website: www.nlrb.gov
Telephone: (404)331-2896
Fax: (404)331-2858



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March 8, 2021

Roderick D. Eves, Deputy Managing Counsel
United States Postal Service
1720 Market Street, Room 2400
Law Department - NLRB Unit
St. Louis, MO 63155-9989

Re: United States Postal Service
Case 10-CA-273714

Dear Mr. Eves:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

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March 8, 2021

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Very truly yours,

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LISA Y. HENDERSON
Acting Regional Director

Enclosure: Copy of Charge

cc: Pearl Barman, Postmaster
United States Postal Service
111 West College Street
Pulaski, TN 38478



March 9, 2021

Katherine Miller, Field Attorney
National Labor Relations Board, Region 10
401 W Peachtree ST NW, Suite 472
Atlanta, GA 30308

VIA E-FILE

RE: UNFAIR LABOR PRACTICE CHARGE
Pulaski, TN 38478
Case No.: 10-CA-273714
Our Ref.: NL202118743

Dear Ms. Miller:

Notice is hereby given that the United States Postal Service is represented by counsel in the above-entitled action. Jaye DuBard of the Law Department's NLRB Unit is assigned to investigate and respond to this charge. As the designated representative, please direct service of all documents and written communications relating to this proceeding to Ms. DuBard at the address below. Additionally, Ms. DuBard may be reached at (901) 643-4449 or via email at jaye.p.dubard@usps.gov.

Very truly yours,

A handwritten signature in black ink, appearing to read "R. Eves", with a stylized flourish at the end.

Roderick D. Eves
Deputy Managing Counsel